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**RESOLUTION # 82-2017**

Resolution offered by Labor Relations Employee Services Committee.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the Labor Relations and Employee Services Committee (hereinafter, "Committee), Human Resources Director and Finance Director have met on several occasions with representatives of the Oneida County Protective Association employees bargaining unit represented by WPPA (hereinafter, "Association"); and

**WHEREAS**, the Committee and the Association have reached a tentative agreement concerning the contract for calendar years 2018, 2019, 2020 and 2021; and

**WHEREAS**, the principal changes, modifications and improvements to the contract, set forth below, have been recommended by the Committee; and

**WHEREAS**, the Oneida County Board of Supervisors have reviewed the proposed changes for the purposes of ratification of the agreement between the Committee and the Association.

**NOW, THEREFORE, BE IT RESOLVED**, that the Oneida County Board of Supervisors does hereby ratify and approve the contract agreement referred to above for calendar years 2018, 2019, 2020 and 2021 as negotiated between the Committee and the Association.

**BE IT FURTHER RESOLVED**, the Association's contract for the years of 2018, 2019, 2020 and 2021 shall incorporate the following principal changes, modifications and improvements:

1. ARTICLE X - PAID TIME OFF (PTO) Incorporate Letter of Agreement modifying 10.06 – Payout
2. APPENDIX C – PAID TIME OFF RULES Incorporate Letter of Agreement terms regarding unpaid leaves of absence proration into ARTICLE X, Section 10.09, and remove the 'Pro-rated earnings' reference from PTO rules.
3. ARTICLE VII – SALARIES, Section 7.09 is modified to read;

Section 7.09 - Voluntary Employees Beneficiary Association (VEBA): The County will make a per pay period deposit in each employee's VEBA account equal to ~~\$91.66 (Upon ratification 2015), \$93.04 (2016), \$94.90 (January 1, 2017).~~ \$95.85 – December 30, 2017; \$96.81 – June 30, 2018; \$97.78 – December 29, 2018; \$99.74 – June 29, 2019; \$101.73 – April 4, 2020; \$102.75 – December 26, 2020 and \$104.81 – June 26, 2021. The deposit amount shall be recalculated for each subsequent year of the agreement based upon the cost of living adjustment each year.

4. ARTICLE XII – INSURANCE, Section 12.01 – Hospitalization:

Section 12.01 - Hospitalization: All employees who desire hospital and sickness

insurance shall be included in the regular County program of hospital and sickness insurance now in force, or as the same may be hereinafter modified or improved, the County shall pay ninety-two percent (92%) of the premium and the employee will pay eight percent (8%) of the premium. Effective January 1, 2016, the County shall pay ninety-one percent (91%) of the premium and the employee will pay nine percent (9%) of the premium and effective January 1, 2017, the County shall pay ninety percent (90%) of the premium and the employee will pay ten percent (10%) of the premium. The County may offer multiple plans and shall contribute ninety percent (90%) of the designated preferred plan premium; the employee will pay the remainder.

5. ARTICLE XX - DURATION OF CONTRACT **Modify to reflect a 4 year January 1, 2018 December 30, 2017 – the beginning of the payroll closest to December 31, 2021** Agreement.

6. APPENDIX A - DEPUTY ASSOCIATION WAGE SCHEDULE is modified to reflect hourly rate increases of;

1% - December 30, 2017  
1% - June 30, 2018  
1% - December 29, 2018  
2% - June 29, 2019  
2% - April 4, 2020  
1% - December 26, 2020  
2% - June 26, 2021

A fiscal impact statement is attached hereto and made a part hereof.

Vote Required: Majority = \_\_\_\_\_ 2/3 Majority = \_\_\_\_\_ 3/4 Majority = \_\_\_\_\_

The County Board has the legal authority to adopt: Yes 36 No \_\_\_\_\_ as reviewed by the Corporation Counsel, [Signature], Date: 10/19/17

Approved by the Labor Relations Employee Services Committee this 2<sup>nd</sup> day of October 2017

Consent Agenda Item: YES ☒ NO

Offered and passage moved by:

[Signature]  
Supervisor  
[Signature]  
Supervisor  
[Signature]  
Supervisor  
\_\_\_\_\_  
Supervisor  
\_\_\_\_\_  
Supervisor



101 20 Ayes  
102 0 Nays  
103 1 Absent  
104 0 Abstain  
105 X Adopted

110  
111 by the County Board of Supervisors this 17<sup>th</sup> day October, 2017.

112  
113            Defeated

114   
115

116 Tracy Hartman, County Clerk



David Hintz, County Board Chair

**ONEIDA COUNTY  
FISCAL IMPACT  
DEPUTY UNION CONTRACT 2018-2021**

**Wage Increase Schedule**

Increase Date	2018	2019	2020	2021
1-Jan	1.0%	1.0%	0.0%	1.0%
1-Apr	0.0%	0.0%	2.0%	0.0%
mid-year	1.0%	2.0%	0.0%	2.0%

**Contract Cost**

	2018	2019	2020	2021	TOTAL
Wages	33,989	90,999	146,879	207,730	479,597
Fringes	8,408	22,401	36,070	50,873	117,752
Total	42,397	113,400	182,949	258,603	597,349

Note: Fiscal impact for 2019, 2020, and 2021 includes entire cost of increase of current year and prior year(s). It is calculated to show the total cost compared based on a 0% increase in 2018 and future years.

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**Health Insurance Savings**

**Assumptions:**

0% increase in health insurance.

No change in employee / employer contributions (10% / 90%).

New hire and vacant position will take Preferred Single coverage.

Monthly Cost savings to convert from Current Plan to Preferred Plan	\$ 1,416
Annual Cost savings to convert from Current Plan to Preferred Plan	\$ 16,988
Cost savings to convert from Current Plan to Preferred Plan-4 years	\$ 67,954
Net Contract Cost	<u><u>529,395</u></u>